



CORRECTION **NOTICE**

DATE: December 11, 2025

To: **Cape Breton Island Insulator 116 Trade Classification**

CC: Matt Benson, Local 116
Ernie Dalton, Cape Breton Island Building & Construction Trades Council

FROM: Robert Shepherd

RE: **Correction #1 to 2025-2029 Cape Breton Commercial Projects & Industrial Projects Collective Agreements**

PAGES: 4 (one-page notice + cover page + corrected pages)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
July 18, 2025	• Correct wage table for incorrect calculation of new 50% and 55% apprentice levels in Commercial appendix	Commercial 3-17
	• Correct wage table for incorrect calculation of 55% apprentice level in Industrial appendix	Industrial 3-2
	• Benefit Fund, item (c) - correct amount for Benefit from \$2.30 to \$2.45 (wage table showed the correct amount)	Industrial 3-4

Attached is Correction #1 to the 2025-2029 Cape Breton Commercial Projects and Industrial Projects Collective Agreements, effective July 18, 2025.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full corrected collective agreements and the corrected pages are now available for download in the Agreements section of our website under Cape Breton Island. Please visit www.nslra.ca or <https://nslra.ca/agreements-cape-breton/>.

If you have any questions or concerns, please feel free to contact our office.

Thank you.

**CAPE BRETON INDUSTRIAL PROJECTS
COLLECTIVE AGREEMENT
2025 - 2029**

- BETWEEN -

**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS
ASSOCIATION LIMITED**
(hereinafter referred to as the "CLRA")

- AND -

**THE CAPE BRETON ISLAND
BUILDING & CONSTRUCTION TRADES COUNCIL**
(hereinafter referred to as the "Cape Breton Trades Council")

- AND -

SIGNATORY BUILDING TRADE UNIONS

THIS AGREEMENT dated at Sydney, Nova Scotia this 27th day of October, 2025.

EFFECTIVE DATE: JULY 18, 2025
EXPIRATION DATE: JUNE 30, 2029

Correction #1 – Insulator 116 – July 18, 2025

APPRENTICES:

INSULATOR APPRENTICES										
		Hourly Rate	V & H 9%	Benefit	Training, Rec, Workers Defence & Bldg	LMCT	Skills Training	Consol. Fund	IFF	Total Pkg.
Effective Date: July 18, 2025										
0 - 1800 hours	55%	\$23.04	\$2.07	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$35.44
1801 - 3600 hours	70%	\$30.11	\$2.71	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$43.15
3601 - 5400 hours	80%	\$35.76	\$3.22	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$49.31
5401 - 7200 hours	90%	\$41.42	\$3.73	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$55.48
Effective Date: November 1, 2025										
0 - 1800 hours	55%	\$22.85	\$2.06	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$35.44
1801 - 3600 hours	70%	\$29.93	\$2.69	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$43.15
3601 - 5400 hours	80%	\$35.58	\$3.20	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$49.31
5401 - 7200 hours	90%	\$41.24	\$3.71	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$55.48
Effective Date: July 1, 2026										
0 - 1800 hours	55%	\$23.51	\$2.12	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$36.16
1801 - 3600 hours	70%	\$30.76	\$2.77	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$44.06
3601 - 5400 hours	80%	\$36.53	\$3.29	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$50.35
5401 - 7200 hours	90%	\$42.31	\$3.81	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$56.65
Effective Date: July 1, 2027										
0 - 1800 hours	55%	\$24.17	\$2.18	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$36.88
1801 - 3600 hours	70%	\$31.60	\$2.84	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$44.97
3601 - 5400 hours	80%	\$37.49	\$3.37	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$51.39
5401 - 7200 hours	90%	\$43.39	\$3.90	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$57.82
Effective Date: July 1, 2028										
0 - 1800 hours	55%	\$26.06	\$2.34	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$38.93
1801 - 3600 hours	70%	\$33.98	\$3.06	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$47.57
3601 - 5400 hours	80%	\$40.22	\$3.62	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$54.37
5401 - 7200 hours	90%	\$46.45	\$4.18	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$61.16

Ratio: Up to one (1) Apprentice to three (3) Journeypersons (1:3).

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HEIGHT PAY:

Employees required to work on scaffold or structural steel one hundred feet (100') or more shall be paid an additional three dollars (\$3.00).

PROTECTIVE CLOTHING:

The employer shall make available rain gear, coveralls, gloves and adequate respirators as required. The employer will replace employee's coveralls destroyed or ruined in the performance of the employee's duties for the employer. Employees shall be responsible for such equipment, reasonable wear and tear accepted, and cost to be deducted from employees' wages if not returned.

OVERTIME

When overtime work is scheduled on a jobsite, it will be offered to Local 116 members already employed on that jobsite, then any other employees already employed on that jobsite, before being offered to other employees on other jobsites.

BENEFIT FUND:

The Parties hereto agree to a Benefit Fund as follows:

- (a) The Trust Document under which the Fund is controlled shall provide for equal Trustees in number and power to be appointed by each of the parties hereto.
- (b) The employer shall make contributions per hour for each hour worked, as follows:
- Eight dollars eighty-five cents (\$8.85).
- (c)

Effective Date	Employer Contributions	
	Pension	Benefit
<u>July 18, 2025</u>	\$6.40	<u>\$2.45</u>
<u>November 1, 2025</u>	<u>\$6.60</u>	\$2.45

In the event that a member working under the Collective Agreement is no longer permitted to have Pension contributions made on their behalf for their benefit, for any reason whatsoever, Pension contributions for that individual member shall be paid directly to the member and become part of their wages paid.

- (d) The Benefit Fund shall be professionally administered:

Administrator
 Belmont Health & Wealth
 33 Alderney Drive, 7th Floor
 Dartmouth, NS B2Y 2N4
 Phone: (902) 465-5687
 Email: NSHF@gobelmont.ca

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